

By way of background, we presented the Differential Pay options to teachers in May before school dismissed. The Board of Trustees was also included in the preparation of our plan.

Teachers were given the choice of utilizing the 40% professional development option, but declined because we had already secured grant money to pay for CCSS training and were working on unit development and evaluation. Instead, each building chose to establish a standard for utilizing the specific areas of growth targeted in our District-Wide strategic plan.

The following submissions were developed in collaboration with admin and staff input at each school:

Pioneer Elementary School

85% of Pioneer students, grade 1-3, will increase their reading fluency score by 33% from the Fall to Spring IRI. 85% of kindergarten students will increase their LNF by 33% from the Fall to Spring IRI.

85% of Pioneer students, grade 4, will increase their math proficiency score on an end of course assessment by 33% from the Fall to Spring assessment.

Salmon Middle School

The leadership team decided on the following:

75% of students will show growth on a given unit. Teachers will use pre and post testing to demonstrate growth.

Salmon High School and Salmon Alternative School

Salmon High School will measure student growth with End of Course Assessments. A pre, semester, and end of course assessment will be given to Salmon High School students. If 75 % of Salmon High School students show growth from pre-test to End of Course Assessment, each teacher will receive their full share of differential pay.

We set the dollar amount at \$800.00 per qualifying teacher. All schools are collaborating within-school to achieve success. Awards will be based on the school meeting its goal, with all certified staff receiving that pay amount.

CCSS Unit Growth

Comments: Salmon District has focused a significant amount of professional development in preparing CCSS units this past summer. Teachers will utilize these units to demonstrate student growth.

Group Type: School

Award Type: DOLLAR BASED AMOUNT

Student Achievement Description: 75% of Salmon Middle School students will show growth on a specific unit. Teachers will use pre- and post-test data to demonstrate growth.

Benchmarks	Certified	Classified
75% Unit Growth	\$800.00	

EOC Growth Assessment

Comments:

Group Type: School

Award Type: DOLLAR BASED AMOUNT

Student Achievement Description: 75% of Salmon Alternative School students iwll show growth between pre- and EOC assessment to receive differential pay award.

Benchmarks	Certified	Classified
75%	\$800.00	

Reading/Math Fluency Growth

Comments:

Group Type: School

Award Type: DOLLAR BASED AMOUNT

Student Achievement Description: 85% of Pioneer students, grades 1-3, will increase their reading fluency score by 33% from the Fall to Spring as measured on the IRI. 85% of kindergarten students will increase their LNF by 33% from Fall to Spring IRI. 85% of Pioneer students, grade 4, will increase their math proficciency scores on an EOc by 33% from the Fall to Spring assessments.

Benchmarks	Certified	Classified
85%	\$800.00	